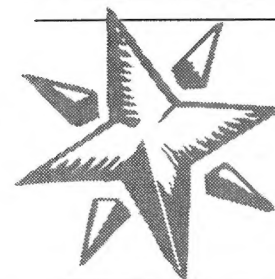


FOLIO

UNIVERSITY OF ALBERTA
17 DECEMBER 1993



Season's
Greetings

Two U of A students earn Rhodes Scholarships

Jasmine El-Nahhas and Randy Boissonnault have contributed greatly to the University and broader community

By Michael Robb

JASMINE EL-NAHHAS

Born: 1972

Hometown: Edmonton

High School: Old Scona

Hobbies: Languages, travel, jogging, cultural studies

Activities: Served as: president, World University Service of Canada student refugee support committee; counsellor, crisis intervention line, Edmonton Sexual Assault Centre; worked with Edmonton Immigrant Services and Centre for International Alternatives

Awards: Lou Hyndman Edmonton Glenora Award; Louise McKinney Postsecondary Scholarships; Edmonton Consular Corps Scholarship in International Studies

U of A program: BA, honours (Political Science)

Oxford program: BA (Jurisprudence)/BCL (International Law)



Jasmine El-Nahhas and Randy Boissonnault will soon leave the U of A, a university they say has afforded them a multitude of opportunities.

If there's an intellectual heaven on earth, it's generally agreed that that place would have to be the University of Oxford, England. Two University of Alberta students have earned the opportunity to study there, beginning in October.

Political Science student Jasmine El-Nahhas and Etudes canadiennes student Randy Boissonnault have been awarded Rhodes Scholarships to attend Oxford.

Two of the three prestigious scholarships awarded this year to students in the three prairie provinces were awarded to University of Alberta students. El-Nahhas and Boissonnault will convocate this spring. The scholarships are worth at least 12,000 pounds per year, granted for two years with the possibility of a third year.

The two U of A students were among 21 applicants in the Alberta round. Nine of those applicants were short-listed for interviews. Three were then selected to compete in the regional, prairie competition. Three were also selected in each of the other two provinces. Then three of those nine students in the prairie region (the other was from Saskatchewan) were selected to receive Rhodes Scholarships.

"I realized even before I got to the interviews that there's nothing you can do to prepare for them," says Boissonnault. El-Nahhas says the selection committee members asked very probing questions about herself and the work she was doing. "They also asked questions not related to my field just to see if I was well informed about major social, economic and political issues. And they wanted to see how well you could defend your own views and think things through."

Boissonnault says that when he was asked about an issue he knew nothing about, he

would simply say, "Look, I don't know what you're talking about. I can't comment."

The selection committees are instructed to make their choice based heavily on candidates' character and intellect.

It's taken several days for the two students to adapt to the momentous news. El-Nahhas now has to come to grips with the idea of studying with some of the world's authorities in international law. When she was asked by the scholarship committee what she would do with that knowledge, she could only say there

would likely be so many opportunities that she simply couldn't foresee. "I am going to learn from them and take it from there."

Boissonnault doesn't have a grand plan; nothing's set in stone. He was asked during the interviews why he wanted to study management studies at Oxford. "I said I found something I really enjoyed doing as president [of the Students' Union]. I would like now to study the philosophy of management. I couldn't tell them what I would do after Oxford. Oxford doesn't fit into a blueprint. I don't

RANDY BOISSONNAULT

Born: 1970

Hometown: Morinville

High School: Georges H Primeau

Hobbies: Reading, singing, golf, politics

Activities: Served as: 1992 president, Students' Union; chair, Gold Key Society; member, Kappa Alpha Literary Society; member, Morinville volunteer fire department; member, Saint-Jean Baptiste Choir; 1990 parliamentary guide, Ottawa; 1991-92 member, University of Alberta Senate

Awards: Morinville Citizen of the Year, 1990; Peter Loughheed Scholarship

U of A program: BA (Etudes canadiennes)

Oxford program: MPhil in Management Studies

think life works that way." He admits committee members could easily have thought that he didn't know what he wanted to do and therefore was unworthy. It was a risk, but it was honest.

Neither of the students admits to having all the answers. El-Nahhas says that in order to be very involved in society, you have to be somebody who doesn't believe you've got a monopoly on the truth. "You may have a very rational ideology about the way things should work—but you may be wrong. There are a lot of other people out there who have their own philosophies and ideas." El-Nahhas, who spent last summer studying the Palestinian-Israeli conflict firsthand while in Egypt, Israel, Jordan, the West Bank and Gaza Strip, says, "We've got to

Continued on page 5

Presidential search under way

The Board Presidential Search Committee met for the first time on Tuesday, 14 December, in University Hall. The 16-member committee is chaired by Sandy Mactaggart and composed of members of constituent groups from across the campus.

The search was made necessary as a result of the Board's 25 June decision not to renew President Davenport's contract and strike a Presidential Search Committee.

At its first meeting this week the committee outlined the steps it needs to take in order to complete its mandate.

Those steps include:

- 1) reviewing the committee's mandate
- 2) advertising the position internationally

- 3) choosing a consultant to assist in the process
- 4) consulting with stakeholders
- 5) developing a short list of candidates
- 6) screening of applicants
- 7) conducting interviews
- 8) recommending candidates to the Board

Joining Sandy Mactaggart on the committee are:

Dr E Brooker, Member, Board of Governors
Mrs P Reeves, Member, Board of Governors
Dr M Asch, Academic Staff
Dr SE Hruddy, Academic Staff
Dr J McMaster, Academic Staff
Dr M Wood, Deans' Council
Dr W Paranchych, Chairs' Council
Dr R Wilson, AAS:UA

Mr T Filewych, Students' Union
Ms S Krstic, Students' Union
Mr F Coughlan, GSA
Mr J Hanlon, Senate
Mrs D Storey, Senate
Mr F Greenberg, NASA
Dr B Sigfstead, Alumni Association

"I am optimistic about the process and about the ability of the University to attract a number of quality candidates," said Mactaggart, "and we are confident that we will be able to complete our work by the summer."

The committee's next meeting will be 25 January 1994 and after that it plans to meet twice monthly.

Is the public school system under attack?

ATA president says there are some who want a two-tiered system

By Michael Robb

The President of the Alberta Teachers' Association says proposed cuts to the public education system may mean only those who can afford those programs no longer offered in the public system will buy them elsewhere.

And that will ultimately lead to a two-tiered education system, one for the poor and one for the rich, says Bauni Mackay, who, along with Dean of Education Harvey Zingle, participated in a recent on-campus forum titled "In Defence of Public Education".

Mackay said that as more and more parents begin to enroll their children in private schools and in home schooling, the foundation of public education will begin to crumble. "Is public education in Alberta being set up for failure?" she asked.

Dean Zingle said some of the school reforms are "thinly disguised attempts to get rid of public education, to protect the privileged, the rich and the elite. After all, the greater the disparities in schooling, the greater the assurances the privileged will have that there will be people to mow their lawns, to wait on tables and care for their children."

The Dean said the proposed reforms, which include a tougher curriculum, higher standards and more tests, with no increase in spending, will ensure that the children of the rich will continue to succeed, and the children of the poor will fail in even greater numbers.

Educational reform is not a new concept, Mackay said, but what is different today is the number and scope of the changes, the reasons for the changes, and the rapidity of the changes. "Schools have become the scapegoat for society's economic and social problems, and confidence in public education is deteriorating to the point where the survival of public education is threatened."

She pointed out that when schools are expected to do things that are inappropriate, they cannot do as good a job of what they're supposed to be doing—teaching children. This just gives more ammunition to those who would diminish the teaching profession and seek to abandon the public education system.

Dean Zingle, who spent a great deal of his presentation time disputing five primary criticisms of the public education system in Canada, said the data which suggest our schools are a failure simply don't hold. "There has been a campaign of disinformation and numerous people are proposing school reform on the basis of so many invalid assumptions," he said.

"I am not saying for one minute that there aren't things in our schools that I don't like. I am not saying for one minute that there aren't things we should reform. But let's make those reforms on the basis of correct information."

David Miall (English) said the cuts being proposed by the provincial government are a threat to high-quality education in Alberta. "I think the question that follows for me is, 'What can we all do about it?' We can't simply sit back and wait for the provincial government to wield the axe and destroy what is clearly a very viable and productive education system."

Dr Miall urged the 50 or so people who attended the forum to get involved in a coalition on campus.

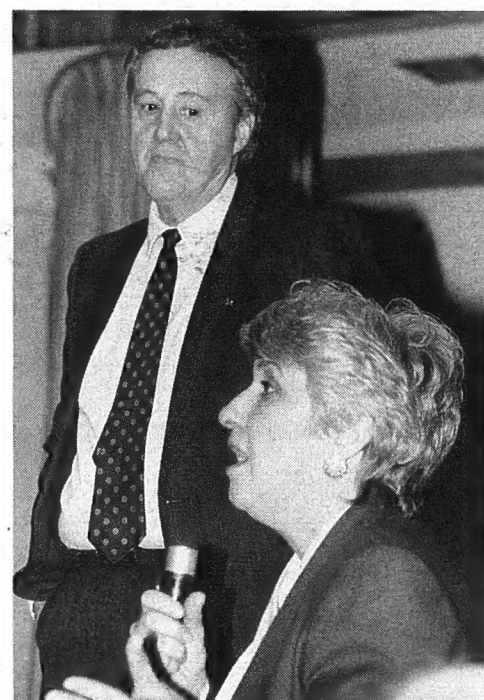
"We're rapidly recruiting support from other departments on campus, and we're also getting support from other institutions across Alberta. We're hoping to make a principled stand against the kind of cuts that are likely to be inflicted on higher education."

Another English professor, Gary Kelly, pointed out that the provincial government's roundtable workbook asked what people considered to be a basic education, not what they considered to be a good education. Posing the question the way the government has excludes certain kinds of answers, he said.

Mackay said the workbook, upon which the public roundtables were organized, asked questions based on certain assumptions. But Albertans responded in a way that really ignored the questions, and they were not willing to accept the workbook as the agenda, she said. They saw kindergarten, English as a second language, physical education, and fine arts as just as fundamental as reading and writing.

"I don't think the original plan was very consultative. But people who participated in the roundtables and those who filled in the workbooks and sent them into the government, made it a consultative process," she said.

Dr Zingle, who participated in a roundtable, pointed out that when work groups in Edmonton dealt with the question of basic education, they listed what they thought



Alberta Teachers' Association President Bauni Mackay and Faculty of Education Dean Harvey Zingle field questions at the recent forum, "In Defence of Public Education".

basic education should include. And those lists included almost everything that is done in schools now.

Students say, 'No more cuts!' Davenport says 'too much, too fast'

Students and staff gathered in the Quad 7 December to protest the provincial government's proposal to cut 25 percent out of the Advanced Education budget over the next three years.

The great tragedy of the proposed cuts to Advanced Education is that they will make it impossible to meet the accessibility challenge of the years ahead, President Paul Davenport told the crowd, many of whom marched to the Quad led by a kilted piper.

If the proposed cuts are carried out, enrollments at the U of A will go down, not up, the President said. And that will mean that even with the best efforts in cost reduction and productivity improvement, the University will not be able to achieve the accessibility goals of its strategic plan, *Degrees of Freedom*.

"It is sometimes said, correctly I believe, that in leaving behind large debts we are mortgaging our children's future. It is also true, however, that we can mortgage our children's future, probably even more severely, by denying those able to benefit from advanced education access to it. We also mortgage the future of our economy by undermining the research and graduate studies which are so important to science, technology, and global competitiveness.

"We believe the government needs to reconsider its approach to university teaching and research in light of their vital importance to the future of individual Albertans and our provincial economy," he said. "The proposed cuts to Advanced Education are too much, too fast, and should not be carried out."

"We recognize fully the need for provincial deficit reduction and the government's mandate to reduce expenditure, but alternatives must be found to the proposed cuts to Advanced Education with regard to other expenditures, revenues, or both."



Students gathered in the Quad last week to protest the government's proposed cuts. This piper provided some entertainment before the speeches.

SU President Terence Filewych said it's time for the government to consider alternate sources of revenue, perhaps even a sales tax. The government also has to set priorities and begin discussing options with Albertans, he said, pointing out that last year participants in government-sponsored conferences stated that Advanced Education had to be a big part of the province's strategy for competing in the global economy. Now the government is slashing the Advanced Education budgets.

Archbishop O'Leary Students' Union President Nicole Lampa said next year she could be

walking around this campus wondering whether she is receiving the kind of education she once could have. "Why should students be cheated of a quality education?" she asked.

Lampa said the government is covering its behind by forcing local school boards to make tough decisions.

Ed. note: Copies of Dr Davenport's address to the rally are available by calling the Office of Public Affairs, 492-2325. The full text of the President's address was published in the Edmonton Journal page A11 on 14 December 1993.

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DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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University
of
Alberta

Survey shows graduates go forward in positive frame of mind

By Ron Thomas

Graduates' overall satisfaction with the University of Alberta continues to be strong.

Three out of four (74 percent) of all 1993 Graduand Survey respondents agreed that their time at the U of A had been intellectually stimulating, while two-thirds agreed that their program had offered an enriched learning experience.

Sixty-nine percent rated their learning experience as enjoyable.

These statistics mirror those of the 1992 Graduand Survey, the first undertaken by the University.

The main thing is that there's consistency between last year and this year's survey and that's good to know, says John McDonald, Vice-President (Academic).

"I know from their reaction last year that the Deans take the results very seriously," he says.

The 1993 survey was done in June in conjunction with Spring Convocation. All students graduating from undergraduate or professional programs were surveyed, and completed questionnaires were received from 1,453 graduates (35 percent of those graduating, a marginal increase over the 1992 percentage).

The objective of the Graduand Survey is to develop an over-time database that will allow a systematic monitoring of the University's efforts to achieve its teaching goals.

"It is important to note," says the Survey Steering Committee Chair, Brian Silzer, "that it may take some time before changes in teaching styles and administrative practices translate into higher satisfaction scores from graduates. For example, the 1993 graduates would not have benefited from recent efforts to improve the first-year experience for university entrants."

Once again, the questions pertained to: graduates' sociodemographic characteristics and education histories; motives for attending

university and the University of Alberta in particular; and evaluations of their educational experiences at the University of Alberta.

The report comments on University-wide results rather than faculty- and department-level results as the steering committee believes that, "because of different goals, teaching procedures, and access to resources across the University's many departments and faculties, interpretation of the survey results is best left to individuals within the departments and faculties."

Survey respondents were typically young, single, and from Edmonton or elsewhere in Alberta. (Convenience of location and program considerations were the main reasons for selecting the U of A over other universities.)

"However," states the survey's executive summary, "the slowly changing nature of the University's undergraduate population is mirrored in the 14 percent who identified themselves as belonging to a designated minority group, and the 15 percent who were 30 years of age or older."

Administrative procedures, counselling and other student services got mixed notices. Two-thirds of the 1993 graduates rated registration procedures positively. Less than one in three of those who answered questions about Students' Union services and financial support for students provided a positive assessment.

The survey also found that:

- almost two-thirds of the graduates reported that their instructors displayed a positive attitude towards students and treated them with respect;
- fifty-one percent of graduates believed that their career prospects had improved considerably as a result of their studies;
- four out of five graduates were satisfied with the theoretical content of their program, but only half as many (44 percent) felt their program had sufficient practical focus;
- about two-thirds of the graduates were pleased with the Library's holdings, but fewer (between 40 and 50 percent) were pleased with classroom, laboratory, and computer facilities, study space, and Library hours.
- many came to university with goals that included personal intellectual development as well as employment considerations;
- seven out of 10 graduates acknowledged that, if they could choose again, they would still choose to attend the University of Alberta.

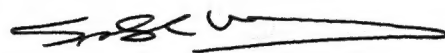
There were positive comments on a number of aspects of university life, including diversity ("The large size made keeping negative social attitudes very difficult; with so many people, variety causes stereotypes to weaken") and faculty ("One professor encouraged further study, opened up the world of education, which was closed like a walnut to me - the uninitiated and fearful!").

Among the negative comments were: "Not feeling safe on campus definitely had a negative impact on my education in terms of not using U of A facilities after dark (5 pm in the winter), when that may have been the only time I had to complete a certain assignment or study for an exam" (ed. note: The Students' Union has since introduced its Safewalk Program), and "The administrative and clerical staff frequently treat students with a dismissive attitude. They behave as if helping students is a hindrance."

GREETINGS OF THE SEASON!

*The best stories of the season
to which we return year after year,
tell us that goodwill and kindness
bring comfort to those in need,
and joy to those who help others.
Our wish is that you and your families
enjoy a Merry Holiday Season,
to emerge renewed,
ready to face a challenging New Year
with optimism and resourcefulness.*

Paul Davenport



CURRENTS

Boosting service

Parking Services customers are reminded that during periods of severe winter weather (-23° C or colder), a limited boosting service is available to parking permit holders. Telephone 492-5533.

'Computing Today' features U of A computing scientist

"Computing Today with Sandra Hutt" airs next on Monday, 20 December, at 9 pm, Channel 10. Featured on this edition is Mark Green, from the Department of Computing Science, Computer Graphics Research Laboratory, demonstrating virtual reality applications. Panoramix Multimedia will demonstrate virtual photography. "Lunicus", "Iron Helix", and "Zone of Avoidance" are reviewed. The program is broadcast on Shaw Cable and Videotron simultaneously.

Book renewals/returns due soon

The Library wishes to remind faculty that book renewals/returns are due 31 December.

CaPS Career Fair 1994

Career and Placement Services' Career Fair 1994 will be held Wednesday, 19 January, 10 am to 4 pm in the Butterdome. Admission is free.

Approvals will be needed before hiring, administration decides

It's going to be tougher to hire at the University of Alberta over the next few years, if budget cuts are as severe as the government is forecasting.

Vice-President (Academic) John McDonald is asking Deans to identify all vacant faculty positions for which they are currently recruiting, recognizing that they are in the middle of the hiring process. "This gives him the opportunity to review with a Dean any hiring plans about which he has concerns," Vice-President (Finance and Administration) Glenn Harris outlined in a 2 December memo to all Deans, Chairs and Directors.

"For all other continuing positions, no offer of employment may be made without the prior approval of the responsible Vice-President, effective immediately," said Harris. "With layoffs likely, we must avoid decisions being made in the short term that increase the number of staff whose jobs are at risk for 1994-95."

Exceptions will be granted in situations where the vacancy is to be filled by someone who is on the NASA recall list or by an ad-

ministrative professional officer who lost a position through redundancy or financial exigency.

"We recognize that most units are choosing not to fill vacancies in anticipation of upcoming budget reductions, nevertheless we feel compelled to implement measures that monitor closely any hiring into vacant positions," Harris said. "The procedures need to differ between faculty appointments on the one hand, and appointments to all other continuing positions on the other, reflecting the different nature of the hiring processes for each group."

The Vice-President said the policy will remain in place at least until the University's budget plans have been finalized and expenditure reduction programs have been approved for individual units.

Harris also strongly recommended that temporary support staff appointments be made for periods not extending past the end of the fiscal year. That will maximize opportunities for staff relocations, he said. "For the same reason PSSR has been instructed to en-

force the current policy governing NASA staff under which temporary appointments should not exceed twelve months.

"We are doing everything possible to make government understand the devastating effects reductions of this magnitude would have on the University of Alberta," he said. "In addition, we continue to develop alternative courses of action that would mitigate the damaging effects of whatever grant reductions materialize."

While no final decisions have been made by government, the University administration has concluded that special steps must be taken in order to cope with a budget problem of unprecedented dimensions in 1994-95.

Last month, the Minister of Advanced Education and Career Development confirmed that cuts over the next three years could be as high as 25 percent. If the government cuts that deeply, cuts in the order of \$300 million would be made from Advanced Education and Career Development's budget of \$1.2 billion.

Don't forget to stop and smell the flowers

By Janet Resta

Early this month, the vibrant and beautiful results of Bob Abbott's hard work began to appear all over campus.

The task began in late July when the three varieties of rooted cuttings were potted, pinched, fertilized and given weeks of cold night treatments. Providing cheerful holiday poinsettias to public areas is one of the many ways that the U of A's greenhouse operator brightens up our campus.

During his nine years with the University, Abbott has also been involved in every aspect of outdoor displays, from choosing the 20-25 varieties of annuals and designing the beds to growing all the plant material and overseeing the spring planting. His responsibilities also extend to rescuing, repairing and replacing the sick and weary tropical plants in University buildings.

With a Bachelor of Agriculture degree (major: Plant Science) and 10 years' experience in the City of Edmonton's tree nursery prior to coming to the U of A, Abbott is more than professionally qualified for the job. However, a position that demands long, often irregular hours on the U of A Farm tending fragile new plants requires more than technical competence. It is obvious that he enjoys planning and growing the countless varieties his greenhouse boasts. In fact, he admits that he and his wife managed to collect some 200 house plants early in their marriage before kids changed their priorities of time and space.

Bob Abbott's job requires a good deal of self-motivation and self-reliance, as he spends most of his time alone in the greenhouse. Rather than talk to his plants, he prefers the company of his friendly, ever vigilant

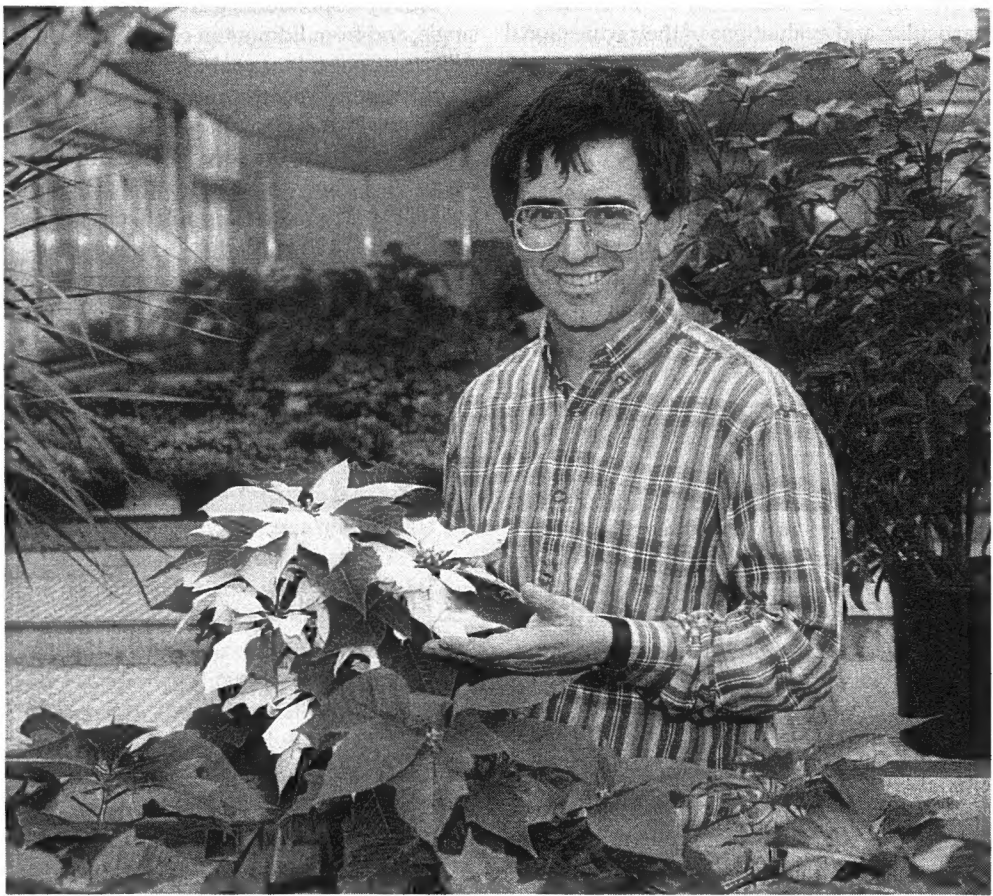


Photo Services

Tendrils lovin' care is a constant in Bob Abbott's greenhouse.

companion, Cinnamon, an 11-year-old purebred Sheltie.

After work, Abbott and his wife spend time planning the landscaping for their newly renovated Millcreek Ravine home. They also enjoy camping, hiking, fishing and canoeing with their family.

You can enjoy Bob Abbott's poinsettias in many of the libraries and cafeterias on campus. Due to the constant financial pressures that every department now faces, it is almost certain that this will be the last year we'll be able to appreciate them.

Margot Franssen receives Henry Singer Award

Body Shop president an outspoken advocate of business ethics

Trading should be an ethical act, says this year's recipient of the Canadian Institute of Retailing and Services Studies Henry Singer Award.

Margot Franssen, President of The Body Shop Canada, says the ultimate purpose of business should not simply be to make money. "The promise of business is to increase the general well-being of humankind through services, creative invention and ethical philosophy."

Here recently to accept the award from the Faculty of Business, Franssen told listeners, "Making money for its own sake is totally meaningless, really, an insufficient pursuit considering the complex nature of human beings."

"Companies are coming to realize that although they may be successful according to conventional quantitative business standards, they are still violating profoundly important qualitative biological and natural systems," she said. "The goal is to create profitable, expandable companies that do not destroy, directly or indirectly, the world around them."

Franssen is a member of the National Advisory Council of The Imagine Program launched by The Centre for Philanthropy. In 1991, The Body Shop Canada received a *Financial Post* Environment Award for its commitment to operating in an environmentally responsible manner.

The Body Shop was also named one of the 100 best companies to work for in Canada.

"I believe business is on the verge of a transformation, a change brought on by social



Photo Services

Margot Franssen, president of The Body Shop Canada, addresses a U of A audience.

and biological forces that can no longer be ignored or put aside," she continued. "We have the capacity and the ability to create a remarkably different economy. The great news is that thousands of companies are drawing up new codes of conduct for corpo-

rate life that integrates social, ethical and environmental principles."

The Henry Singer Award is given to people who demonstrate exceptional leadership in retailing and services.

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

4 January, 4 pm

Vivian Siegel, postdoctoral fellow, Howard Hughes Medical Institute, UCLA School of Medicine, San Francisco, "Gonad Formation in *Drosophila Melanogaster*: A Problem in Cell Polarity Identity and Communication." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

11 January, 4 pm

Michael D Schaller, research assistant, University of Virginia, School of Medicine, Charlottesville, Virginia, "Focal Adhesion Kinase (FAK): An Integrin Linked Protein Tyrosine Kinase." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

ENVIRONMENTAL HEALTH PROGRAM

21 December, noon

Kannan Krishnan, "Physiological Modelling in Environmental Health Risk Assessment." 2F1.01 Mackenzie Health Sciences Centre (Classroom A).

GERMANIC LANGUAGES

14 January, 3 pm

Marianne Henn, "Da war jedem die Zunge gelöst": Des diskursive Paradigmenwechsel in Goethe's *Hermann und Dorothea*." 326 Arts Building.

HISTORY

17 December, 3 pm

Habil Wolfgang Albrecht, University of Michigan, Ann Arbor, "The German Enlightenment: Literature and Social Reform." 2-58 Tory Building.

SOIL SCIENCE

6 January, 12:30 pm

WE Harris, "Low Dose Risks." 2-36 Earth Sciences Building.

13 January, 12:30 pm

Rupa Pradhan, "Fate of 15N Labelled Fertilizer Nitrogen Applied to Artificially Eroded Soil." 2-36 Earth Sciences Building.

Sociology class sounds out Norwegian criminologist

Students in Jim Hackler's course (Sociology 426) went international on 8 December, with a teleconference hook-up to Nils Christie of the Department of Criminology at the University of Oslo.

Professor Christie is the author of a new book, *Crime Control as Industry*.

During the hour-long session held in the University Extension Centre, Professor Christie discussed his book and answered students' questions.

The teleconference was held in cooperation with the Faculty of Extension and used their amplified teleconference equipment for a loud and clear international discussion.

Five percent reduction an opportunity to redress salary inequities

On 24 November 1993 the Government of Alberta announced a "one-time reduction in funding equal to five percent of the human resource budgets" of Alberta universities. My purpose is not to debate the wisdom of trying to balance the provincial budget this way, but to recommend that universities and their staffs use this as an opportunity to redress salary inequities that have resulted from years of percentage increases. A fairer salary structure would result from reducing the highest salaries more than five percent and increasing the salaries of the lowest paid.

This could be done by rank ordering the entire staff of each university from lowest to highest paid and then dividing them into 20 groups of equal size, five percent of the staff in each group. Ten percent reductions in salary to the highest paid five percent with 10 percent increases to the lowest paid five percent would result in substantial savings to the university. Reducing a \$200,000 salary 10 percent would save \$20,000; increasing a \$20,000 salary 10 percent would spend \$2,000. The net saving of \$18,000 is greater than the \$11,000 saving that would result from a five percent reduction in both these salaries. Award successively smaller percentage decreases and increases toward the centre of the salary distribution. Thus, the next highest paid group would take a nine percent decrease and the next lowest paid a nine percent increase. This would reduce both total salary expenditure and inequitable differences among salaries. Because payrolls are compu-

terized, 200 groups could be used with 0.1 percent adjustment increments as we moved toward the centre of the salary distribution rather than the one percent increments I have illustrated.

Two additional rules should be applied:
a) No person's salary reduction or increase should result in changing the order of salaries. Thus, if Mary was paid more than John at the beginning of the process, she would be paid more than John at the end of the process.
b) Reductions and increases should be only to salaries and items such as pension contributions that are directly linked to salaries.

Four major arguments have been raised against this proposal. The most obvious is greed. Those in the highest salary ranges want to retain those very high salaries.

Another argument is fairness. The assumption is that higher production has earned higher salaries. Therefore, disproportionate reductions of very high salaries would not be fair. This argument is very weak. A major source of salary disparities has been years of percentage increases. These have resulted in more benefit to those whose salaries were already high, thereby rewarding position not performance.

A third argument is that persons with higher salaries are more productive because they receive high salaries. Thus, to reduce the disparities would reduce incentive and lead to lower productivity. This argument depends on showing that staff with higher salaries are more productive and would be less

productive if their salaries were not quite so much higher than others. No systematic and valid data demonstrate these assumptions.

Finally, it is often argued that academic and nonacademic staffs must be treated differently because academics have more years of education. However, academics voluntarily sought their education and it was largely paid for by taxpayers, particularly at the graduate level. Furthermore, most graduate students enjoyed their studies and continue to enjoy a much richer life because of those opportunities to learn. Thus, from a social equity point of view, persons with extensive professional or postgraduate education have already received a great benefit for which they have not paid. This education benefit has enabled them to obtain extremely secure and desirable employment that has great freedom and intellectual challenge. Given all these benefits, why should academics be paid very high salaries in relation to other university workers who have not received these benefits?

Persons with lower salaries are more likely to be women and those with higher salaries are likely to be men. Thus, the present salary structure reflects not only the unearned privileges of education, but also the privileges of being male. Now is the time to start correcting these injustices.

Richard W Nutter

Associate Professor, Faculty of Social Work,
Edmonton Division, The University of Calgary

Rhodes scholars

Continued from page 1

be able to engage in dialogue with others, to learn from them and expand our own ideas."

Boissonnault's mother is English, his father is French. El-Nahhas' father emigrated from Egypt and her mother from England. Boissonnault has roots in the francophone community and El-Nahhas has roots in the Edmonton community of students and scholars who are active in international affairs. The two students are clearly aware about what their successes mean to those communities.

El-Nahhas describes herself as very much a feminist, conscious of women's issues. "To have made it on my own without affirmative action sets a very good example for women. It also shows that our society is open enough to admit people who have traditionally been excluded."

"Faculté Saint-Jean and the francophone community are important to me," says Boissonnault. "I've had exceptional experiences; Faculté opened a lot of doors for me." Faculté Dean Jean-Antoine Bour says Boissonnault has been an inspiring presence to his peers. "Randy has struck a balance between scholarly and nonscholarly activities. He's the kind of person who leaves positive traces of his passage."

Honours thesis advisor Richard Vanderberg, a specialist in Middle Eastern politics, says El-Nahhas is a good researcher, doesn't get caught up in irrelevant side issues and is a fine writer.

El-Nahhas is an "exceptionally fine student," says Political Science Professor Leon Craig, who was her instructor for two senior 400-level courses. "She has an unusually mature sense of purpose and she's very hard working."

In fact, the Rhodes Scholarships are given to students who, in addition to exhibiting scholarly excellence and hard work, must demonstrate courage, truthfulness, fondness for outdoor sports, instincts to lead, kindness, sympathy for the weak, fellowship and unselfishness. Others who have worked with El-Nahhas, such as the International Centre's Doug Weir, coordinator of services and programs for foreign students, point out that El-Nahhas' commitment to sharing her own experiences and knowledge with others in the local community is outstanding. "That's where she really shines."

"All in our University community will feel great pride at the superb honour bestowed upon these two remarkable people, who have accomplished so much in their academic lives, and contributed so much in volunteer activities to the University and to the greater community," says President Paul Davenport.

Both students have a strong sense of duty and are considering how they'll give something back to others once they've finished their studies in England. Receiving the scholarship is nice, says El-Nahhas, but it's what you do with it that will benefit others that's important. Adds Boissonnault, Rhodes scholars are really the sum of their experiences and the people who have helped them over time.

How much did the U of A figure in their accomplishments? "I know I wouldn't be here without the International Centre, the Department of Political Science and the entire University," says El-Nahhas. "This University set up the opportunities for us," adds Boissonnault. "Despite the financial situation the University finds itself in, it's clear to me that it still provides a lot of opportunities for its students. We're creations of these organizations that we've participated in."

There is a danger that people will see their accomplishments as anomalous, he warns. "There's nothing supernatural about either one of us. It's just a combination of the experiences, and perhaps the energy and the inclination."

Academics hold a mirror up to the changing face of hockey

By Ron Thomas

Was it only yesterday that NHL hockey was centred in the Great Lakes region, there was but one televised game a week, and sportswriters wrote about wins and losses on the ice rather than profits and losses in the boardroom?

In truth pro hockey as Canadians know it started its inexorable shift from unbridled fun to corporate entertainment with the first round of expansion in 1967.

David Whitson (Physical Education and Sport Studies/Canadian Studies Program) and a colleague at Simon Fraser University, Richard Gruneau, track that shift and dissect it in their freshly minted book, *Hockey Night in Canada: Sport, Identities and Cultural Politics*.

The two were colleagues at Queen's University in the early '80s and decided four or

five years ago that they wanted to look at hockey as part of Canadian folklore, the ongoing excitement that hockey creates in the national popular culture, and the business of hockey.

They contend that so-called popular culture in this country pays little heed to sport, which they feel is vastly more important than the latest video game or the questioning of a plot device in a certain episode of "Star Trek."

"We lay out cultural issues and debates and then it's a story about hockey itself. I hope we've illustrated all the theoretical points we're making with examples," Dr Whitson says.

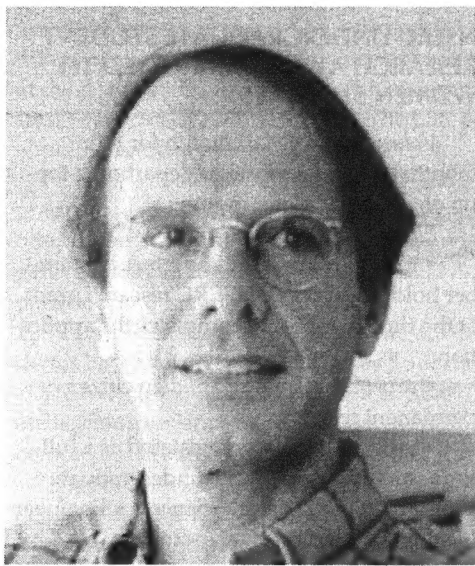
He points out that "Hockey Night in Canada" [the television program] created the first national audience. Everyone was following and caring about the same thing at the same time.

"It was a mythic kind of thing." Canadians took that pre-1967 stability to heart; teams were ensconced in the community, Dr Whitson says.

Then came expansion and what Dr Whitson calls the collision between the logic of community and the logic of business.

Teams, both old and new, became franchises, and with a hockey franchise came the right to sell a national brand name product in a particular market. The economy of professional hockey changed greatly because of expansion and the new sources of revenue created by the installing of luxury boxes and a host of marketing opportunities.

The (hockey) question today, he says, is Whose team is it, the fans in the community or the owner's?



David Whitson

Hockey Night in Canada is a wide-ranging book, one that skates with little wasted motion from the origins of the modern game to hockey and Canadian culture in the age of globalization. Along the way, the reader bumps up against "The Game Beyond the Pros"; "Violence, Fighting and Masculinity"; "Communities, Civic Boosterism, and Fans"; and "Hockey and the New Politics of Accumulation".

At the close of the book the authors are looking at the sport in an era of globalization and saying that the survival of hockey as a major league sport depends on more expansion in the United States and perhaps in Europe. "Sad to say, though, it will become less Canadian," Professor Whitson says.

Let the good times roll

The Non-Academic Staff Association is throwing a new year's eve party, 31 December at Lister Hall. (We say "a" rather than "its" because academic staff are most welcome to attend.)

Cocktails at 7 will be followed by dinner at 7:30 and a variety show and dancing until 2 am. A late night snack will be served at 11 o'clock.

"It's going to be one super night," says NASA's Tony Paget.

Tickets are \$30 (\$20 for NASA members) and can be obtained by calling 492-3524. (An advertisement in last week's *Folio* gave an incorrect number, 492-3542.)

Students' unions enter business venture

Canadian Campus Business Consortium seeking better deal for students

By Michael Robb

The University of Alberta Students' Union wants to give students a bigger bang for their bucks. That's why it's decided to become a founding member of the Canadian Campus Business Consortium, 10 major Canadian university students' unions that have banded together to wield more financial clout.

Students' unions at Alberta, British Columbia, Brock, Dalhousie, Manitoba, McGill, Queen's, Waterloo, Western Ontario and Wilfrid Laurier are hopeful their consortium will be able to buy goods and services from suppliers at better prices.

"We're hoping we'll be able to save money through economies of scale and [therefore] be able to free up more money for student services," says SU Vice-President (External) Karen Wichuk.

The idea is simple. Many SUs buy the same goods and services. The consortium will approach these head office suppliers for those goods and services—but they'll be able to do that with their combined purchasing power.

The participating SUs' budgets total about \$40 million. Locally, the SU has an annual budget of more than \$6 million. SUs have a tremendous impact on local economies, Wichuk points out.

The consortium will have its head office in Kitchener, Ontario, close to many of the country's head offices. It'll have an executive director, who will be responsible for tendering and negotiating terms of agreement with suppliers.

SUs will still sign contracts locally, and the money will still be injected into the local economies, explains Wichuk, but the consortium will act as the facilitator on behalf of the participating schools.

The schools conducted a survey last winter and found that SUs were paying different amounts for the same goods and services. There were some huge discrepancies across the country that couldn't be adequately explained by local economic circumstances, Wichuk says.

Other universities will be able to join; there are opt-in, opt-out provisions, she explains. The consortium will be incorporated, and it's expected it will be operating by mid-January.

AWARD OPPORTUNITIES

NSERC UNDERGRADUATE STUDENT RESEARCH AWARDS

Value: \$3,600 (\$900/month for four months) plus a supervisor/department top-up of at least \$225 per month.

Eligibility:

- must be supervised by a faculty member holding an active NSERC research grant at the time the student completes the application;

- must be a Canadian citizen or permanent resident;

- must be currently registered as a full-time student in an eligible undergraduate program in the Natural Sciences or Engineering;

- must be registered in a bachelor's degree program leading to an honors degree or a degree with a major;

- must not be registered in a professional degree program or have started a graduate program;

- as of 1 May 1994, must not have more than four terms of academic work remaining for completion of a bachelor's degree.

Application procedures: Application forms are available from your Department or Faculty. The deadline date for Departments and Faculties to return applications to the Student Awards Office is usually in mid-January.

Note: Departments and Faculties will have their own internal deadlines to meet the Student Awards deadline, and students wishing to apply should check directly with the appropriate Department or Faculty office. Student Awards deadline for receipt of applications from Faculties/Departments is 21 January 1994.

Further information can be obtained from the Student Awards Office, 103 Administration Building, 492-3221.

NSERC UNDERGRADUATE STUDENT RESEARCH AWARDS TARGETED TO WOMEN STUDENTS

Value: \$3,600 (\$900/month for four months) plus a supervisor/department top-up of at least \$225 per month.

Eligibility:

- must be supervised by a faculty member holding an active NSERC research grant at the time the student completes the application;

- must be a female Canadian citizen or permanent resident;

- must be currently registered as a full-time student in an eligible undergraduate program in the Physical Sciences or Engineering and have first class standing;

- must be registered in a bachelor's degree program leading to an honors degree or a degree with a major;

- must not be registered in a general or professional degree program or have started a graduate program;

- as of 1 May 1994, must not have more than six terms of academic work remaining for completion of a bachelor's degree.

Application procedures: Application forms are available from your Department or Faculty. The deadline date for Departments and Faculties to return applications to the Student Awards Office is usually in mid-January.

Note: Departments and Faculties will have their own internal deadlines to meet the Student Awards deadline, and students wishing to apply should check directly with the appropriate Department or Faculty office. Student Awards deadline for receipt of applications from Faculties/Departments is 21 January 1994.

Further information can be obtained from the Student Awards Office, 103 Administration Building, 492-3221.

THE QUEEN ELIZABETH SILVER JUBILEE ENDOWMENT FUND FOR STUDY IN A SECOND OFFICIAL LANGUAGE AWARD PROGRAM

Field of study: Open. Translation programs are excluded.

Value: \$5,000 and transportation expenses of one return trip between the recipient's place of residence and the university to be attended.

Number: The University of Alberta may nominate one candidate to Ottawa. Ottawa in turn will select a minimum of six recipients.

Conditions: Candidates must be Canadian citizens or permanent residents and be currently enrolled in the second or third year of their first undergraduate university program. Candidates must have sufficient ability in their second official language to pursue their studies in that language. In addition to having good academic standing, candidates must also be well-motivated and adaptable. Preference will be given to candidates who wish to study at another educational institution, in a milieu in which their second official language is predominant.

Where tenable: At any Canadian university which is a member of, or affiliated with a member of, the Association of Universities and Colleges of Canada and which offers instruction in the student's second official language. Courses must be undertaken on the campus of a Canadian institution in Canada.

Apply: Applications are available at the Office of Student Awards, 103 Administration Building.

Deadline: 31 January 1994.

Camaraderie underscores Host Family Program

By Ron Thomas

It starts with cut and dried words on application forms and soon becomes free-flowing, friendship-building conversation.

The Host Family Program, sponsored jointly by the International Centre and the Alumni Association, matches foreign students with people in the wider community. Each fall, interested students indicate what kind of family they're interested in being matched with, for example, a single parent, a retired couple, a large family, etc. The International Centre then reviews the applications and those of the families, conducts an orientation session and the program begins.

The amount of contact between students and families naturally depends upon people's schedules: it could be once a week or once a month. At exam time, it could be limited to a phone call.

At this time of year, though, the program is booming. Susan Purdy and her daughter Zoe are one of approximately 50 families who are hosting students, in this instance Liu Qin and Yang Zhuo from The People's Republic of China. Contact between the Purdys and Qin and Zhuo has been limited because Qin is exceedingly busy in the PhD program in Physics, Zhuo has started a temporary, part-time job in the Department of Microbiology, and they're bringing up their six-year-old daughter Tina.

The Purdys' hosting, which started in October, included Thanksgiving dinner (their guests' first taste of turkey). The five people also got together at the International Centre's Christmas party last week and have spoken on the phone a few times in between.

Last year a student who lived in HUB Mall was placed with the Purdys. With the Department of Romance Languages being just a short walk away, the two met frequently. Still, Purdy says it's nice to see three people instead of one.

Qin, Zhuo and their daughter are looking forward to having Christmas dinner at the Purdy home and to going skating sometime during the holiday break. They also want to go to one of Zoe's basketball games once school resumes.

"For us it's nice the two girls can get together," Purdy says, adding that Zoe is benefiting from the exposure to another culture.

"They add something to our lives, and I hope we do to theirs."

Zhuo says that while they've been in Canada for three years, they've had little involvement with Canadian families. "We don't have relatives or other family members here... it's [Host Family Program] really a nice feeling."

Saulo Oduor, a PhD student in Mechanical Engineering, is from Kenya. He's being hosted by Jean Kipp who lived in Uganda for two years. (Her husband works there, but has returned home for a six-week holiday.) Kipp heard about the Host Family Program from a colleague at the Glenrose Hospital. When she filled out the application form and came to the question about a possible preference as to what part of the world the student is from, she quickly wrote Africa.

When Oduor's wife and two children arrived in Edmonton last month, Kipp threw a housewarming party. She also took the family to a church Christmas concert and, as a Christmas present, to a performance of the Nutcracker Suite.

Continued on page 7

Banister was a friend of the University

A true friend of the University of Alberta died earlier this month. Ronald K Banister was 76.

Banister was appointed to the University's Board of Governors in 1966 and served until September 1970. He became chair of the Board's Building Committee and also served on the advisory committee for the selection of the president.

More recently, Banister, who was a major donor to the University, took part in the Faculty of Business's executive-in-residence program.

Banister founded Ditching Contractors, the predecessor of Banister Continental Ltd, and served as chair of the board following incorporation in 1969. The company later became a public corporation and now does business internationally.

Baird to speak on new reproductive technologies

The chair of the Royal Commission on New Reproductive Technologies will speak at the University of Alberta next month.

Patricia Baird will speak on the commission's findings, which were made public at the end of November. Dr Baird will lecture 18 January at 7:30 pm in Bernard Snell Hall. Admission is free; tickets will be available starting 20 December at the University of Alberta Hospitals Information Desks.

Dr Baird was appointed head of the commission in 1989. A pediatrician who specializes in medical genetics, she received her medical degree from McGill University. She

was head of the Department of Medical Genetics at the University of British Columbia for more than a decade and was extensively involved in developing services for parents and children with genetic diseases.

Dr Baird's research work has focused on the distribution and natural history of birth defects and genetic diseases in the population; she has contributed to knowledge about the incidence and clinical course of Down Syndrome and neural tube defects, for example.

She was appointed vice-president of the Canadian Institute for Advanced Research in 1991.



DAY OF DAYS CELEBRATED

Last Friday, the Office of Human Rights and the International Centre marked the 45th anniversary of the signing of the Universal Declaration of Human Rights. The ceremony, in the Students' Union Alumni Room, included music and a small theatre presentation by students Tomas Diaz, Kory McDonald and Linda Hansen (standing, left to right) and Shauna Gibbons, Flo Pastor, Tom Dickinson, Martin Zeidler and Tara Gilroy-Scott (kneeling, left to right).

NASA members invited to submit nominations

The Non-Academic Staff Association is inviting members to nominate someone to fill the president's position. The organization's representatives' council will then vote on the presidency at its 11 January meeting.

NASA's representatives' council met this week to decide how the organization would fill the position.

Anyone who wishes to nominate someone can put names forward for consideration. The successful nominee will fill the position until the end of April. A normal election for another president will then be held.

Outgoing president Anita Moore tendered her resignation 16 November, citing personal reasons for her decision. NASA Vice-President Art Clarke is serving as acting president.

Host Family Program

Continued from page 6

Oduor invited Kipp to the International Centre's annual dinner, an event that he emceed. He's very active in the Centre and it's gratifying to see him helping other students, Kipp says.

She has a number of friends who travel internationally and says Oduor interacts with them as well. "It's [the Host Family Program] kind of multiplied its benefits. I feel like a link in the chain."

"My interest in joining the program was to know Canadians as they are, and the university setting is not the right place for that," Oduor says. "You can't determine what a society is like by looking at the student population."

Oduor, who previously studied in Britain, recalls with a measure of regret that he got to know only a small number of people off campus. "My priority is not to waste this opportunity in Canada. Through Mr and Mrs Kipp I was able to get outside the university community," he says, mentioning restaurants, movies, and a trip to Jasper that he wouldn't have even considered going on by himself.

"What Jean did was introduce me to a friend who introduced me to a friend. It's like a tree with many branches."

Doug Weir, coordinator of programs and services for foreign students, says there are students waiting to be matched, and that the International Centre will hold another orientation session next month.

BOARD TO CONSIDER OPENING DOORS AT JANUARY MEETING

Opening Doors: A Plan for Employment Equity at the University of Alberta will be discussed at the 7 January meeting of the Board of Governors.

The document will be on the agenda in the nonconfidential portion of the meeting.

In the summer, the Board voted 10-4 to table *Opening Doors*. Those in favour of the motion said they wanted more time to examine the implications of some of the plan's recommendations.

The plan, recommended last March by General Faculties Council, contains a number of recommendations to eliminate artificial barriers to employment.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC STAFF

TENURE-TRACK POSITION IN TEACHER EDUCATION, DEPARTMENT OF ELEMENTARY EDUCATION

Applications are invited for a tenure-track position in Teacher Education in the Department of Elementary Education with specialization in Social Studies. The appointment will be at the Assistant Professor level with a current salary range of \$40,035 to \$57,000. The date of appointment will be 1 July 1994.

Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Social Studies Education and general methodology, supervision of field experiences and graduate supervision.

Candidates should have a suitable academic background in Social Studies Education as well as a teaching certificate and appropriate teaching experience. A doctorate or near completion of a doctoral program is required.

Applications, including a current curriculum vitae and the names of three referees, should be submitted by 7 February 1994 to: Dr Robert Jackson, Chair, Department of Elementary Education, Faculty of Education, Room 551 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to available funding.

SUPPORT STAFF

To obtain information on support staff positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. You can also call the Job Information Line at 492-7205 (24 hours) or consult the weekly *Employment Opportunities Bulletin*.

EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 15 January

"The Songs I Had: Poetry and Prose of the Great War"—commemorating the 75th anniversary of the end of World War I. B7 Rutherford South.

FAB GALLERY

Until 30 December

"Passage to Origins I: Joane Cardinal-Schubert"—this show will attempt to develop retrospective contexts for current as well as seminal work of the past decade produced by First Nations artists. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday, statutory holidays, closed. 1-1 Fine Arts Building.

MUSIC

EDMONTON CHAMBER MUSIC SOCIETY

12 January, 8 pm

St Lawrence String Quartet—Stéphane Lemelin, piano. Single tickets available at the door. Information: 433-4532. Convocation Hall.

SPORTS

BASKETBALL

14 and 15 January, 6:30 pm

Pandas vs Victoria. Main Gym.

14 and 15 January, 8:15 pm

Bears vs Victoria. Main Gym.

HOCKEY

7 and 8 January, 7:30 pm

Bears vs British Columbia. Clare Drake Arena.

VOLLEYBALL

7 January, 6:30 pm and 8 January 2 pm

Pandas vs Saskatchewan. Main Gym.

7 January, 8 pm and 8 January, 3:30 pm

Bears vs Saskatchewan. Main Gym.



ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University enquiries welcome, 492-7044.

RENT - Windsor Park bungalow. Two bedrooms, fireplace, jacuzzi, finished basement, gorgeous yard. \$1,100/month, two-year lease. Western Relocation, 434-4629.

RENT - Southwest, Lansdowne, perfect location near University and river valley. Three bedroom split level with den on lower level, upgraded, bright. Must be seen. Janet, 435-0808, or Western Relocation, 434-4629.

RENT/SALE - Oliver, stylish executive townhouse. Private living spaces on several levels. Offers luxurious living, must be seen! Janet Jenner Fraser, Spencer Realty, 435-0808.

RENT - Blue Quill, furnished house. February-March 1994. \$750. 492-6703.

SALE - Large, two bedroom bungalow, hardwood floors, \$137,972. Millcreek Ravine, spacious, four bedroom semi-bungalow, hardwood, \$116,972. Joe, Homelife Realty, 466-4663.

RENT - Belgravia, semi-bungalow. Three bedrooms, two bathrooms, five appliances, garage, fenced yard. January 1994. \$1,000/month. 487-1862.

RENT - 1 January. Character house near University, hospitals. Hardwood floors, wood fireplace, \$650 plus utilities for appropriate couple or single person with good references. 433-4358, 434-0220.

BED AND BREAKFAST - Norma's Place, near Southgate. Call for rates, please. 434-6832.

SALE - Charming two storey, Old Strathcona. Ron, 439-3300.

RENT - Two bedroom condominium, one block from Grandin LRT. \$750/month includes utilities, parking. 487-4581.

SALE - Southside, spacious, well-maintained three bedroom bungalow, 15 minutes from University. Finished basement, sunroom, heated double attached garage. Price \$160,000 ono. 438-6524 after 5 pm.

RENT - Two bedroom highrise condo, Saskatchewan Drive. Five appliances, two baths, \$900. 439-7153.

RENT - 1,600' townhouse overlooking Victoria Park. Renovated. \$1,500 including all utilities, parking. 434-1752.

RENT - Bright, newly renovated basement suite; four appliances and partially furnished. Two blocks from University. Quiet, non-smoker, available immediately. \$425. 433-4510.

RENT - Garneau Place condo, one block from campus. One bedroom, five appliances including ensuite laundry. Underground parking, no pets, nonsmoking. Doug, 439-9803.

WANTED - Responsible couple (or two singles) to share executive furnished townhouse in St Albert. Garage, 2 1/2 baths. Owner mostly away. Need references. Phone 458-4753.

SALE - Bungalow in Lendrum. Convenient to University of Alberta. Open beam with a total of four bedrooms and three baths. Hardwood floors, large kitchen, great location. Call Dan, 438-5100.

GOODS FOR SALE

CASH PAID FOR APPLIANCES - 432-0272.

SERVICES

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SACRED HEALING - Therapeutic and relaxation massage. Therapeutic touch. Gift certificates available. For appointment, call Erica, 433-9589.

MARK EHRMAN CABINET SERVICES - Custom designs or made to match existing. References available. 463-0889.

HAIRSTYLING - Simone (formerly of Hot Razor) is back, now bringing great cuts and styles to you at your convenience, eight days a week! Please call Mobile Hair Company, 435-8400.

MASTER ELECTRICIAN - Quality work at reasonable prices. Phone 497-1096.

HEALTH RESEARCHER - Good at working over data base; published several dozen research papers; retired professor but willing to get paid for expertise in publishable collaborative research. 424-6746.

MISCELLANEOUS

WANT MACINTOSH computer plus printer. Christina, 963-5777.

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